

Executive Director

Based in Toronto, Ontario



For more, visit: <https://bit.ly/ALS-ED2>

Our client, **Aboriginal Legal Services** is seeking an **Executive Director** to lead the organization towards continued growth while embodying their mission, vision, and values.

Aboriginal Legal Services was established February 21, 1990. ALS was formed following a needs assessment by the Native Canadian Centre of Toronto. With approximately 75 dedicated employees, Aboriginal Legal Services is headquartered out of 211 Yonge St and operates nearly a dozen satellite offices across Ontario. Over the years ALS has become a nationally-recognized leader in the development of Indigenous-led justice programming and in test-case litigation.

As the **Executive Director**, you will develop an overarching strategic and operational plan in collaboration with the Senior Management Team and Board of Directors to meet the organization's strategic objectives. This will include: organization branding, fundraising, labour relations, stakeholder-management, partnership development, risk management, financial management and oversight, etc.

Reporting to the Board via the Board President, you will develop a strong partnership with the Board of Directors and liaise with Board-level committee chairs to ensure strong continuous communication and accountability on strategic issues and projects. This will include implementing and testing best-practices in non-profit governance.

You will maintain human resources oversight, including: the development of the organization's team, talent acquisition and succession planning; collective bargaining the organization's first collective agreement; and ensure HR and Health and Safety compliance.

You will also work with the finance department to maintain the financial health of the organization by ensuring sound financial management practices, including budgeting, forecasting, cashflow, and reporting.

REQUIREMENTS

- Bachelor's degree in a relevant field
- Strong HR competencies, including experience as a Senior Leader in a Unionized environment
- Knowledge of human resources principles and regulations, with a commitment to maintaining a healthy and safe work environment in accordance with all legislation and regulations
- Working knowledge of federal and provincial legislation applicable to not-for-profit sector organizations, including: employment standards, human rights, occupational health and safety, charities etc.
- Strong understanding of Canadian Indigenous issues and challenges, specifically how they relate to various touchpoints in the Canadian justice system
- Demonstrated financial acumen and experience being accountable for the financial stability of an organization
- Proven leadership skills within the not-for-profit sector with a demonstrated ability to inspire, motivate and mentor others in pursuit of identified vision, mission, and goals in a complex, multiprogram organization and environment.
- Prior experience either reporting to or participating in a governance board, with a strong respect for and appreciation of governance functions.

If you would like more information about this position or Aboriginal Legal Services, please visit <http://bit.ly/ALS-ED2>.

If you believe you can make a strong contribution to this organization as **Executive Director**, please submit your resume to **Lisa Cefali, Partner, Executive Search & Strategic Development** - Lisa.Cefali@legacybowes.com quoting #203226.